

## Utilization Analysis and, Hiring and Promotion Goals Section 46a-68-85

### Utilization Analysis (UA)

In order to determine if protected groups are fully and fairly utilized in the University's workforce, the number of protected class persons in the workforce of the University must be compared to the availability of such persons for employment. Comparisons between the University's workforce and the availability bases calculated in the preceding section have been conducted by occupational category and significant position classifications for each relevant labor market.

"Utilization Analysis" is a comparison between the race/sex composition of the workforce, by occupational category or job title, and the availability base of such persons in the relevant labor market area. This analysis compares the University's internal distribution of minorities and females to their incidence in the external labor market to determine whether the University is at parity.

"Parity" is a condition where the percentage of the representation of a protected class in the workforce equals the percentage of such persons in the availability base.

"Underutilization" is a condition where the percentage of representation of a protected class in the workforce is less than the percentage of such persons in the availability base for that class.

The University has conducted the utilization analysis for each labor market area on UA Form provided by the "Regulations Concerning Affirmative Action by State Government." Line E of each form yields a conclusion that protected class persons are over utilized, underutilized or at parity, when compared to the availability base of such persons for employment.

### Hiring and Promotional Goals

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A **goal** is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from other agencies are in effect, and the University must consider those candidates for specific vacancies if they qualify.

An analysis of all hiring and promotional goals is distributed on a regular basis to the President, the Vice Presidents, Chief Officers, Deans, Directors, Union Presidents and Minority Committee Chairs, managers, and supervisors. In addition, a summary of the hiring and promotional goals for the current reporting period is posted on the Office of Diversity and Equity web page at <http://www.ccsu.edu/Diversity>. However, in addition to making every good faith effort to meet the established goals, the University will continue to be committed to a qualified, diverse workforce.

**Notes:** After consultation with the CHRO reviewer on March 6, 2013, the University has removed all coaching titles out of the faculty category and created a separate EEO category (coaching). A separate analysis was conducted in all numerical sections of the plan.

When new faculty hires have not completed their terminal degrees, they are hired at the instructor level until they obtain the degree required; therefore, after consultation with the CHRO reviewer on March 6, 2013, the instructor category has been consolidated into the Assistant Professor category.

In the 2013 AAP review this section was found to be in compliance with the AA Regulations. After consultation and receipt of technical assistance on June 6, 2014, regarding section 46a-68-40, Utilization Analysis, the category of protective services has been modified solely based on EEO category designation and not numerical analysis. The category of protective services has been taken out of the EEO 7 category and separated into its own category.

In the 2016 submission, ODE, in consultation with CHRO, consolidated the Administrative Assistant analysis into the Clerical All Titles category. For the past four submissions there have been fewer than twenty-five (25) Administrative Assistant positions. In the 2016 submission, there were less than twenty (20). It is unlikely this rank will reach the twenty-five (25) titles or more to warrant a separate analysis.

### **HIRING AND PROMOTION GOALS**

Based on the **Section 46a-68-40, Utilization Analysis**, the University has established the following hiring and promotional goals for the period of August 1, 2018 through July 31, 2019.

#### **EXECUTIVE/ADMINISTRATIVE**

<b>Hiring</b>	<b>Promotional</b>
4 White Females	1 White Female
2 Black Females	
1 AAIANHNPI <sup>1</sup> Male	
1 AAIANHNPI Female	

#### **PROFESSOR**

<b>Hiring</b>	<b>Promotional</b>
1 White Female	14 White Females
	3 Hispanic Females
1 AAIANHNPI Male	5 AAIANHNPI Males

#### **ASSOCIATE PROFESSOR**

<b>Hiring</b>	<b>Promotional</b>
2 Black Females	1 Black Female
1 Hispanic Male	1 Hispanic Male
	1 Hispanic Female
2 AAIANHNPI Males	1 AAIANHNPI Male
2 AAIANHNPI Females	1 AAIANHNPI Female

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<sup>1</sup> AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**ASSISTANT PROFESSOR**

Hiring	Promotional
5 White Males	None
1 White Female	
1 Black Male	
1 Hispanic Male	
1 AAIANHNPI Female	

**COACHING**

Hiring	Promotional
1 Black Male	None
2 Black Females	
1 Hispanic Male	
1 Hispanic Female	
1 AAIANHNPI Male	

**PROFESSIONAL/NON-FACULTY**

Hiring	Promotional
5 AAIANHNPI Males	None
5 AAIANHNPI Females	

**SECRETARIAL CLERICAL (Excluding SECRETARY 2)**

Hiring	Promotional
3 White Males	
2 Hispanic Females	1 Hispanic Female
1 AAIANHNPI Female	

**SECRETARIAL CLERICAL/SECRETARY 2**

Hiring	Promotional
1 White Male	None
3 Black Females	
1 Hispanic Male	

**TECHNICAL/PARAPROFESSIONAL**

Hiring	Promotional
3 White Females	None
1 Black Male	
1 Hispanic Female	

**PROTECTIVE SERVICES**

Hiring	Promotional
2 White Males	None
1 Black Female	
1 Hispanic Female	

**SKILLED CRAFTS**

Hiring	Promotional
1 Black Male	None
2 Hispanic Males	

**SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)**

Hiring	Promotional
1 White Female	1 White Female
1 Black Male	
1 Hispanic Male	1 Hispanic Male
1 AAIANHNPI Male	

**SERVICE MAINTENANCE/CUSTODIANS**

Hiring	Promotional
3 Black Males	None
3 Black Females	
1 Hispanic Male	
1 AAIANHNPI Male	

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO1 - Executive Administrative  
 POSITION CLASSIFICATION (25+): OFFICIAL ADMINISTRATOR (ALL TITLES)

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*			
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	61.5%	38.5%	38.5%	23.1%	19.2%	0.0%	3.8%	15.4%	0.0%	0.0%	A	
FINAL AVAILABILITY BASE %	100.0	46.1	53.9	37.0	41.3	3.9	6.3	2.8	3.7	2.4	2.7	B	
WORKFORCE NUMBERS	26	16	10	10	6	5	0	1	4	0	0	C	
WORKFORCE PARITY NUMBERS		12.0	14.0	9.6	10.7	1.0	1.6	0.7	1.0	0.6	0.7	D	
NET UTILIZATION (+/-)		4.0	-4.0	0.4	-4.7	4.0	-1.6	0.3	3.0	-0.6	-0.7	E	
PREVIOUS UTILIZATION***		3.7	-3.7	0.6	-3.7	3.7	-1.0	0.1	1.8	-0.8	-0.8	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	6	1	5	0	3	0	1	0	0	1	1	G
	CURRENT PLAN HIRES	2	1	1	1	0	0	0	0	1	0	0	H
	CURRENT PLAN GOALS	8	1	7	0	4	0	2	0	0	1	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	1	0	1	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
<b>NOTE:</b>													

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CENTRAL CONNECTICUT STATE UNIVERSITY

UTILIZATION ANALYSIS

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO2 - FACULTY  
 POSITION CLASSIFICATION (25+): PROFESSOR

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	61.7%	38.3%	45.9%	30.6%	3.6%	2.6%	5.6%	1.5%	6.6%	3.6%
WORKFORCE PARITY %	100.0	53.2	46.8	40.3	38.1	2.4	2.4	0.9	3.1	9.6	3.1
WORKFORCE NOS.	196	121	75	90	60	7	5	11	3	13	7
WORKFORCE PARITY NOS.		104.3	91.7	79.0	74.7	4.7	4.7	1.8	6.1	18.8	6.1
NET UTILIZATION (+/-)		16.7	-16.7	11.0	-14.7	2.3	0.3	9.2	-3.1	-5.8	0.9
PREVIOUS UTILIZATION		9.6	-9.6	4.1	-13.2	4.9	1.9	8.3	1.3	-7.8	0.4
*** Enter line E from previous filing											
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	1	1	0	1	0	0	0	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	20	8	12	0	12	0	0	0	8	0
	CURRENT PLAN PROMOTIONS	10	6	4	4	4	0	0	1	0	0
	CURRENT PLAN GOALS	22	5	17	0	14	0	0	0	3	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0

NOTE:

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**CENTRAL CONNECTICUT STATE UNIVERSITY**

**UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO2 - FACULTY  
 POSITION CLASSIFICATION (25+): ASSOCIATE PROFESSOR

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	52.4%	47.6%	39.5%	38.7%	2.4%	2.4%	0.8%	3.2%	9.7%	3.2%	A	
WORKFORCE PARITY %	100.0	49.2	50.8	32.0	36.1	2.5	5.1	2.5	4.1	12.3	5.6	B	
WORKFORCE NOS.	124	65	59	49	48	3	3	1	4	12	4	C	
WORKFORCE PARITY NOS.		61.0	63.0	39.7	44.8	3.1	6.3	3.1	5.1	15.3	6.9	D	
NET UTILIZATION (+/-)		4.0	-4.0	9.3	3.2	-0.1	-3.3	-2.1	-1.1	-3.3	-2.9	E	
PREVIOUS UTILIZATION		6.6	-6.7	9.8	3.4	-1.9	-4.0	-0.9	-4.7	-0.4	-1.7	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	10	3	7	0	0	2	3	1	3	0	1	G
	CURRENT PLAN HIRES	1	1	0	0	0	0	0	1	0	0	0	H
	CURRENT PLAN GOALS	7	3	4	0	0	0	2	1	0	2	2	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	4	0	4	0	0	0	1	0	2	0	1	J
	CURRENT PLAN PROMOTIONS	14	4	10	1	6	1	1	0	3	2	0	K
	CURRENT PLAN GOALS	5	2	3	0	0	0	1	1	1	1	1	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O
<b>NOTE:</b>													

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**CENTRAL CONNECTICUT STATE UNIVERSITY**

**UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO2 -FACULTY  
 POSITION CLASSIFICATION (25+): ASSISTANT PROFESSOR (including Instructor)

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	47.0%	53.0%	27.7%	36.1%	2.4%	6.0%	2.4%	4.8%	14.5%	6.0%	
WORKFORCE PARITY %	100.0	45.8	54.2	33.6	37.8	3.1	5.7	3.2	4.2	6.0	6.7	
WORKFORCE NOS.	83	39	44	23	30	2	5	2	4	12	5	
WORKFORCE PARITY NOS.		38.0	45.0	27.9	31.4	2.6	4.7	2.7	3.5	5.0	5.6	
NET UTILIZATION (+/-)		1.0	-1.0	-4.9	-1.4	-0.6	0.3	-0.7	0.5	7.0	-0.6	
PREVIOUS UTILIZATION		3.0	-3.0	-1.2	-3.7	0.4	0.1	-1.8	1.4	5.7	-1.1	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	8	3	5	1	4	0	0	2	0	0	1
	CURRENT PLAN HIRES	13	5	8	1	5	0	1	1	2	3	0
	CURRENT PLAN GOALS	9	7	2	5	1	1	0	1	0	0	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0

**NOTE:**

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**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO2 - FACULTY  
 POSITION CLASSIFICATION (25+): COACHING

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	78.6%	21.4%	64.3%	21.4%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %	100.1	74.7	25.4	53.5	18.2	16.0	5.5	2.6	0.9	2.6	0.9	
WORKFORCE NOS.	28	22	6	18	6	4	0	0	0	0	0	
WORKFORCE PARITY NOS.		20.9	7.1	15.0	5.1	4.5	1.5	0.7	0.3	0.7	0.3	
NET UTILIZATION (+/-)		1.1	-1.1	3.0	0.9	-0.5	-1.5	-0.7	-0.3	-0.7	-0.3	
PREVIOUS UTILIZATION		-1.8	1.8	1.4	3.2	-1.8	-0.6	-0.7	-0.2	-0.7	-0.5	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	0	0	2	1	1	0	1	1
	CURRENT PLAN HIRES	4	4	0	2	0	2	0	0	0	0	0
	CURRENT PLAN GOALS	6	3	3	0	0	1	2	1	1	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
<b>NOTE: Collective goal established for HF</b>												

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**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO3 - PROFESSIONAL NON-FACULTY  
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: STATEWIDE/NATIONAL

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
WORKFORCE %	100.0%	39.7%	60.3%	32.1%	44.6%	3.6%	7.1%	3.1%	6.7%	0.9%	1.8%	A	
WORKFORCE PARITY %	100.1	40.3	59.8	31.3	43.6	3.4	7.0	2.7	5.1	2.9	4.1	B	
WORKFORCE NOS.	224	89	135	72	100	8	16	7	15	2	4	C	
WORKFORCE PARITY NOS.		90.3	134.0	70.1	97.7	7.6	15.7	6.0	11.4	6.5	9.2	D	
NET UTILIZATION (+/-)		-1.3	1.0	1.9	2.3	0.4	0.3	1.0	3.6	-4.5	-5.2	E	
PREVIOUS UTILIZATION		1.3	-1.6	3.3	0.8	-0.7	-0.3	3.1	3.2	-4.3	-5.0	F	
*** Enter line E from previous filing													
HIRING GOALS	PREVIOUS PLAN GOALS	10	5	5	0	0	1	0	0	0	4	5	G
	CURRENT PLAN HIRES	15	4	11	3	8	1	2	0	1	0	0	H
	CURRENT PLAN GOALS	10	5	5	0	0	0	0	0	0	5	5	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	2	1	1	1	1	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	O

NOTE:

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO4 - CLERICAL  
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT SECRETARY 2

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	14.9%	85.1%	4.3%	57.4%	4.3%	21.3%	4.3%	6.4%	2.1%	0.0%	A
WORKFORCE PARITY %	100.1	15.6	84.5	10.7	55.9	2.6	14.4	1.6	11.7	0.7	2.4	B
WORKFORCE NOS.	47	7	40	2	27	2	10	2	3	1	0	C
WORKFORCE PARITY NOS.		7.3	39.7	5.0	26.3	1.2	6.8	0.8	5.5	0.3	1.1	D
NET UTILIZATION (+/-)		-0.3	0.3	-3.0	0.7	0.8	3.2	1.2	-2.5	0.7	-1.1	E
PREVIOUS UTILIZATION		-0.5	0.5	-3.9	1.3	0.5	3.1	2.2	-2.7	0.5	-1.2	F
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	3	0	0	0	2	0	1	G
	CURRENT PLAN HIRES	1	0	1	0	0	0	1	0	0	0	H
	CURRENT PLAN GOALS	6	3	3	3	0	0	0	2	0	1	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	2	1	1	1	0	0	0	1	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	0	0	0	1	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	O
<b>NOTE:</b>												

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO4 - CLERICAL  
 POSITION CLASSIFICATION (25+): SECRETARY 2

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	2.4%	97.6%	2.4%	70.7%	0.0%	9.8%	0.0%	14.6%	0.0%	2.4%	A
WORKFORCE PARITY %	100.0	6.6	93.4	4.6	61.2	0.8	16.5	1.0	14.5	0.1	1.3	B
WORKFORCE NOS.	41	1	40	1	29	0	4	0	6	0	1	C
WORKFORCE PARITY NOS.		2.7	38.3	1.9	25.1	0.3	6.8	0.4	5.9	0.0	0.5	D
NET UTILIZATION (+/-)		-1.7	1.7	-0.9	3.9	-0.3	-2.8	-0.4	0.1	0.0	0.5	E
PREVIOUS UTILIZATION*		-1.0	0.9	-0.6	-0.3	-0.2	-1.4	-0.2	2.2	0.0	0.4	F
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	1	1	0	0	1	0	0	0	G
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	2	3	1	0	0	3	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	0	1	0	1	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	O

NOTE: Collective Goal for HM established

**CENTRAL CONNECTICUT STATE UNIVERSITY**

**UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEOS - TECHNICAL PARAPROFESSIONAL  
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	41.2%	58.8%	29.4%	29.4%	0.0%	11.8%	11.8%	5.9%	0.0%	11.8%	
WORKFORCE PARITY %	100.0	28.0	72.0	19.5	47.5	4.4	13.2	2.8	8.2	1.4	3.0	
WORKFORCE NOS.	17	7	10	5	5	0	2	2	1	0	2	
WORKFORCE PARITY NOS.		4.8	12.2	3.3	8.1	0.7	2.2	0.5	1.4	0.2	0.5	
NET UTILIZATION (+/-)		2.2	-2.2	1.7	-3.1	-0.7	-0.2	1.5	-0.4	-0.2	1.5	
PREVIOUS UTILIZATION		2.2	-2.2	0.6	-3.2	-0.7	-0.2	2.6	-0.3	-0.3	1.5	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	5	1	4	0	3	1	0	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
<b>NOTE: Collective goal established for HF</b>												

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: PROTECTIVE SERVICE  
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	WHITE		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	85.0%	15.0%	40.0%	10.0%	15.0%	5.0%	30.0%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	77.2	22.8	50.7	10.3	15.6	5.8	10.2	6.3	0.7	0.5	
WORKFORCE NOS.	20	17	3	8	2	3	1	6	0	0	0	
WORKFORCE PARITY NOS.		15.4	4.6	10.1	2.1	3.1	1.2	2.0	1.3	0.1	0.1	
NET UTILIZATION (+/-)		1.6	-1.6	-2.1	-0.1	-0.1	-0.2	4.0	-1.3	-0.1	-0.1	
PREVIOUS UTILIZATION		1.2	-1.2	-4.2	-0.7	1.9	0.4	3.7	-0.8	-0.2	-0.1	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	4	1	0	0	0	1	0	0
	CURRENT PLAN HIRES	3	2	1	1	1	0	0	1	0	0	0
	CURRENT PLAN GOALS	4	2	2	2	0	0	1	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
NOTE: Collective goal for Black female												

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO6 - SKILLED CRAFT WORKERS  
 POSITION CLASSIFICATION (25+): ALL TITLES

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	97.8	2.2	69.3	1.3	12.4	0.4	14.3	0.5	1.8	0.1	
WORKFORCE NOS.	11	10	1	10	1	0	0	0	0	0	0	
WORKFORCE PARITY NOS.		10.8	0.2	7.6	0.1	1.4	0.0	1.6	0.1	0.2	0.0	
NET UTILIZATION (+/-)		-0.8	0.8	2.4	0.9	-1.4	0.0	-1.6	-0.1	-0.2	0.0	
PREVIOUS UTILIZATION		-0.7	0.7	2.3	0.8	-1.3	0.0	-1.5	0.0	-0.3	0.0	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	3	3	0	0	0	0	1	0	2	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	3	3	0	0	0	0	1	0	2	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
<b>NOTE:</b>												

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**CENTRAL CONNECTICUT STATE UNIVERSITY**

**UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO7 - SERVICE/MAINTENANCE  
 POSITION CLASSIFICATION (25+): ALL TITLES EXCEPT CUSTODIANS

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*			
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
<b>WORKFORCE %</b>	100.0%	94.4%	5.6%	77.8%	2.8%	8.3%	0.0%	8.3%	2.8%	0.0%	0.0%	A	
<b>WORKFORCE PARITY %</b>	100.0	89.0	11.0	64.7	7.2	9.2	0.4	13.4	3.3	1.7	0.1	B	
<b>WORKFORCE NOS.</b>	36	34	2	28	1	3	0	3	1	0	0	C	
<b>WORKFORCE PARITY NOS.</b>		32.0	4.0	23.3	2.6	3.3	0.1	4.8	1.2	0.6	0.0	D	
<b>NET UTILIZATION (+/-)</b>		<b>2.0</b>	<b>-2.0</b>	<b>4.7</b>	<b>-1.6</b>	<b>-0.3</b>	<b>-0.1</b>	<b>-1.8</b>	<b>-0.2</b>	<b>-0.6</b>	<b>0.0</b>	E	
<b>PREVIOUS UTILIZATION</b>		<b>1.8</b>	<b>-1.8</b>	<b>5.6</b>	<b>-1.5</b>	<b>-0.7</b>	<b>-0.1</b>	<b>-2.4</b>	<b>-0.1</b>	<b>-0.7</b>	<b>0.0</b>	F	
*** Enter line E from previous filing													
<b>HIRING GOALS</b>	<b>PREVIOUS PLAN GOALS</b>	4	3	1	0	1	1	0	1	0	1	0	G
	<b>CURRENT PLAN HIRES</b>	0	0	0	0	0	0	0	0	0	0	0	H
	<b>CURRENT PLAN GOALS</b>	4	3	1	0	1	1	0	1	0	1	0	L
<b>PROMOTIONAL GOALS</b>	<b>PREVIOUS PLAN GOALS</b>	2	1	1	0	1	0	0	1	0	0	0	J
	<b>CURRENT PLAN PROMOTIONS</b>	0	0	0	0	0	0	0	0	0	0	0	K
	<b>CURRENT PLAN GOALS</b>	2	1	1	0	1	0	0	1	0	0	0	L
<b>UPWARD/CAREER MOBILITY GOALS</b>	<b>PREVIOUS PLAN GOALS</b>	0	0	0	0	0	0	0	0	0	0	0	M
	<b>CURRENT PLAN PROMOTIONS</b>	0	0	0	0	0	0	0	0	0	0	0	N
	<b>CURRENT PLAN GOALS</b>	0	0	0	0	0	0	0	0	0	0	0	O
<b>NOTE: Collective Goal for BM</b>													

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER



**CENTRAL CONNECTICUT STATE UNIVERSITY  
UTILIZATION ANALYSIS**

AGENCY: CCSU  
 CATEGORY OR CLASS: EEO 7 - SERVICE/MAINTENANCE  
 POSITION CLASSIFICATION (25+): CUSTODIANS

REPORTING DATE: 7/31/2018  
 LABOR MARKET AREA: HARTFORD COUNTY

	GRAND TOTAL	TOTAL		WHITE		BLACK		HISPANIC		AAIANHNPI*		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %	100.0%	58.6%	41.4%	37.9%	27.6%	3.4%	0.0%	17.2%	13.8%	0.0%	0.0%	
WORKFORCE PARITY %	100.0	67.5	32.5	32.6	9.4	12.5	9.0	20.6	12.8	1.8	1.2	
WORKFORCE NOS.	29	17	12	11	8	1	0	5	4	0	0	
WORKFORCE PARITY NOS.		19.6	9.4	9.5	2.7	3.6	2.6	6.0	3.7	0.5	0.3	
NET UTILIZATION (+/-)		-2.6	2.6	1.5	5.3	-2.6	-2.6	-1.0	0.3	-0.5	-0.3	
PREVIOUS UTILIZATION		-1.3	1.3	1.9	3.2	-2.3	-1.7	-0.3	0.1	-0.7	-0.2	
*** Enter line E from previous filing												
HIRING GOALS	PREVIOUS PLAN GOALS	6	4	2	0	0	2	2	1	0	1	0
	CURRENT PLAN HIRES	4	1	3	0	2	0	0	1	1	0	0
	CURRENT PLAN GOALS	8	5	3	0	0	3	3	1	0	1	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0
<b>NOTE: Collective Goal Set for HM</b>												

\*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER